

EEO Public Inspection File Report
March 31, 2022

Period: This report covers the period from April 1, 2021 through March 31, 2022.

Station: The stations included in the Employment Unit covered by this Report are WICU-TV, WICU-FM*, Erie, PA.

Contact Info:

Mailing Address: WICU-TV 3514 State Street Erie, PA 16508	Telephone Number: 814-454-5201
	Contact Person/Title: Marie Leszek, Human Resources
	E-mail Address: mleszek@erienewsnow.com

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit filled twelve vacancies for full-time positions at the station. The following table presents information on those vacancies and the recruitment sources used to fill those vacancies. The alphabetical references in the table regarding recruitment sources refer to the lettered Recruitment Source List attached as Exhibit A to this report.

I,

Job Vacancies and Recruitment Information

<u>Job Title</u>	<u>Recruitment Sources Utilized</u>	<u>Recruitment Sources of Interviewees (# of Interviewees)</u>	<u>Recruitment Source of Hire</u>
Multimedia Journalist Economic Hardship	E-F,H-L,O,P,S,V- W,Y,d, i,k,n	1-i	1-i
Multimedia Journalist	C-D,G,I,K,M,P,S,U,V, Y,Z,d-e	2-Y, 3-Z	2-Y
DC Correspondent	Y-Z,d-e,n-o	1-Z,5-e	1-e
Digital News Producer	E-F,H-I,K,P,Y-Z,d- e,k,m,o	8-d, 1-Y,2-Z	1-Y,2-d,1-Z

IT Engineer	Y,d-e,o	1-Y	1-Y
Graphic Designer	D-I,K,P,S,T,Y,d,k,m-n	8-d	1-d
News Photojournalist	E-F,H-I,K,M,P,Y,Z d-e,k	2-Y,2-Z	1-Y
Harrisburg Correspondent	Y-Z,e,o-p	1-Z,1-e	1-Z

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees.

Interview Source	Number of Interviewees referred
www.erienewsnow.com	6
www.Indeed.com	16
www.TvJobs.com	
www.Linkedin.com	6
Employee Referrals	9
Penn State	
Former Employee	1
Frank Magid	

Total Interviews: 38

Employment Unit Outreach Efforts

The Employment Unit completed the following outreach activities during the reporting period covered by this report:

Group tours were also conducted during the reporting period. These groups included students from the following schools and groups:

August 4th, 2021 Reporters from the Republic of Georgia

January 25th, 2022 Sara Tonks did a virtual tour of the TV station

For these group members it is a chance to see a working news operation and learn more about the careers that exist at a television station.

1.Event Sponsored by Educational Institution.

September 15th, 2021 Scott MacDowell spoke with class about careers in Journalism at St. Bonaventure University.

December 8th, 2021 Scott MacDowell did a podcast on finding News jobs after graduation with Jacob Brooks a student at Edinboro University.

March 2nd, 2022 Scott MacDowell spoke via Zoom at Fredonia University about careers in News/Journalism.

January 12th, 2022 Scott MacDowell spoke to class at St. Bonaventure University about careers in News/Journalism

June 23rd, 2021 Sara Tonks talked to the Century Girls program at Corry High-Ed program about broadcast meteorology.

November 3, 2021 Sara Tonks talked to 2nd grade students at Klein Elementary about weather, weather safety and broadcast meteorology.

November 18th, 2021 Sara Tonks attended Career Day at Warren Co School 8th grade class – talked about broadcast meteorology.

January 7th, 2022 Sara Tonks talked to students at McDowell High School Life Skills Class about broadcast meteorology and weather forecasting.

January 25th, 2022 Sara Tonks spoke to members of Girl Scout Troup 52955 about broadcast meteorology and weather science.

January 27, 2022 Sara Tonks spoke to member of Girl Scout Troup 36748 about meteorology careers and science.

November 18th, 2021 Aaron Mee and Chuck Rambaldo talked to 8th grade students at Warren Co School District about careers in Radio.

February 8th, 2022 Matt Filippi talked about careers in TV advertising at IUP Career and Professional Development.

March 2nd, 2022 Brissa Bradfield went to Grover Cleveland School for Read Across America and discuss careers in Journalism

October 28th, 2021 Scott MacDowell spoke to students at St. Bonaventure about careers in Journalism

December 2nd, 2021 Haley Potter spoke to Slippery Rock Students via Zoom about careers in Journalism and what a day in the life of a reporter is like.

February 22, 2022 Sara Tonks spoke to students at Saegertown Elementary School about weather basics and natural disasters.

March 2nd, 2022 Sara Tonks spoke with students at Union City Elementary School about weather basics.

March 8th, 2022 Sara Tonks spoke with students at Klein Elementary School about weather basics and tornadoes.

March 22, 2022 Sara Tonks spoke with students at Warren Area Elementary Center about weather basics.

March 22, 2022 Sara Tonks spoke with students at Youngsville Elementary about weather basics and tornadoes.

March 16th, 2022 Sara Tonks spoke with students at Saegertown Elementary about weather basics and tornadoes.

February 1st, 2022 Sara Tonks spoke to Girl Scout troop 36748: large scale weather & science careers

2. Internship Program.

We had four interns in our News Department. They worked with reporters and photographers learning the daily duties of an MMJ.

We had one intern at the Radio Station. He worked with Aaron Mee, Chuck Rambaldo and Brian Schott to learn Production, Promotions and Marketing.

3. Event Designed to Disseminate Information about Broadcast Careers.

August 4th, 2021 Scott MacDowell spoke with reporters from the Republic of Georgia regarding news gathering.

September 30th, 2021 Scott MacDowell (News Director) attended the Buffalo Broadcasters Awards dinner, act as a job host/recruiter.

April 8th, 2021, Scott MacDowell (News Director) attended the Buffalo Broadcasters Job fair via Zoom, recruit new employees.

September 22nd 2021, Scott MacDowell (News Director) attended the RTNDA Conference, set up recruitment meetings with potential candidates.

December 14th, 2021 Sara Tonks spoke to members of Cub Scout Pack 82 about weather, weather safety and Broadcast Meteorology.

June 9th, 2021 Matt Filippi, Scott MacDowell, Juntwillis Sanders and Brian Schott attended the Career Fair hosted by the Warren Chamber.

Exhibit A **Employment Unit Recruitment Sources**

- A. Erie Times News, 205 West 12 Street, Erie, PA 16354
- B. Frank Magid Associates, One Research Center, Marion, Iowa 52302
- C. Blaine Butler, butler@emerson.edu – Butler College
- D. Duquesne University – careerservices@duq.edu
- E. Gannon University – cdes@gannon.edu
- F. Grove City College – career@gcc.edu
- G. Indiana University of PA (IUP) – career-services@iup.edu
- H. John Carroll University – cmarco@jcu.edu
- I. Juniata College - info@juniata.edu (Handshake)
- J. Slippery Rock University – lisa.theodorson@sru.edu
- K. Mercyhurst College – bsheridan@mercyhurst.edu
- L. Penn State Erie – recruitbehrend@psu.edu
- M. Penn State New Kensington – xjs8@psu.edu
- N. Robert Morris University – broman@rmu.edu
- O. Saint Francis University – atercek@francis.edu
- P. Saint Vincent College – careers@email.stvincent.edu (Handshake)
- Q. St. John Fisher College – mcardin@sjfc.edu
- R. Tri-State Business Institute – tsbiamissions@tsbi.edu
- S. Edinboro University – CareerDevelopment@edinboro.edu (Handshake)
- T. University of Pittsburgh @ Johnstown – jcareers@pitt.edu
- U. Clarion University (Handshake)
- V. Washington & Jefferson College – rcross@washjeff.edu (Handshake)
- W. TVJobs – www.tvjobs.com

- X Medialine – www.medialine.com
- Y WICU website - www.erienewsnow.com
- Z. Employee referrals
- a Walk-in applicants
- b Career Fair
- c www.monster.com
- d. www.indeed.com
- e www.linkedin.com
- f. The Jamestown Post-Journal
- g. The Times Observer
- h www.facebook.com
- i Former Employee
- j Erie Branch NAACP dsmith-frazier@phcse.org
- k Erie County Technical School eshaffer@ects.org
- l Hispanic American Council aldiorg@hotmail.com
- m California University of PA doppelheuer@calu.edu
- n Lilly Broadcasting website www.lillybroadcasting.com/career
- o PAB website gponti@pab.org
- p RTNDA

Note: None of these sources are entitled to vacancy notifications.